



Wisconsin Child Welfare Practice Model



- INTRODUCTION

- OUTCOMES

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- STRATEGIES

- REQUIRED SKILLS

Wisconsin Child Welfare Practice Model

Introduction & Framework



Introduction/Purpose

- Wisconsin's public child welfare practice model identifies the outcomes, values and principles, strategies and skills necessary to ensure child safety, permanence and well-being.
- Developed in partnership with local agencies and private partners, this practice model provides a common and consistent platform to guide our mutual efforts, ensuring all children, youth and families receive effective and responsive intervention, no matter where they live in our State. Yet there are alternative paths to good practice, and innovation is important to the evolution of change oriented services. This practice model therefore establishes the parameters for good practice that deliver desired outcomes.

WISCONSIN'S PRACTICE MODEL FRAMEWORK

The framework recognizes the key components in which an organization would operate to secure positive and consistent outcomes for the children, youth and families we serve.



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Outcomes



Outcomes

We will operate within this practice model with a goal of achieving the following outcomes for all children, youth and families who are touched by our system:

- ❖ Children are cared for in safe, permanent, and nurturing families who have the necessary skills and resources to provide for their physical and mental health, behavioral and educational needs.
- ❖ Through effective intervention, parents, caregivers and families improve their ability to develop and maintain a safe, stable environment for their children.
- ❖ Children, youth and families who we encounter are supported to achieve equitable outcomes regardless of race, ethnicity, socioeconomic status, tribal status, or geography.
- ❖ Children are safely maintained in their own home, families and communities with connections, culture, and relationships preserved and established. When it is necessary to place children in out of home care, it is a safe, short and stable experience.
- ❖ Wisconsin's public child welfare staff is a diverse, professionally competent team that uses family-centered practice and demonstrates inclusiveness at all levels.

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Values & Principles



To achieve the outcomes, we are committed to, and guided by, the following values and principles:

- **Safety**: Child Safety is paramount and best achieved by supporting children and families within their community.
- **Family Centered**: Families are the primary providers for children's needs.
- **Partnership**: Families, communities, and the child welfare system are primary and essential partners in creating and supporting meaningful connections for children and youth.
- **Permanence & Stability**: Children and youth need and have the right to lifelong nurturing and secure relationships that are provided by families who can meet their specific needs.
- **Organizational Competence**: Wisconsin's child welfare agencies will perform as high quality organizations.
- **Fostering Connections for Youth**: As youth transition to adulthood, they benefit from services that promote healthy development, academic success and safe living conditions.
- **Well-Being**: Children's well-being is dependent upon strong and developing families and communities who are meeting their physical, mental, behavioral health, educational and cultural needs.
- **Respectful Interactions**: Children, youth and families are best served when we educate them regarding the child welfare process, actively listen to them and invite participation in decision making, and empower them to meet their unique and individual needs.
- **Cultural Responsiveness**: Cultural responsiveness is achieved through understanding and serving children, youth, and families within the context of each unique family and community.
- **Accountability**: We hold ourselves accountable to the highest standards of practice, manage our performance, self-correct, innovate and enhance our ability to achieve positive outcomes through continuous improvement.

Wisconsin Child Welfare Practice Model Strategies



To achieve the desired outcomes, and align to the values and principles, Wisconsin public child welfare system will use these strategies for its core practice functions and operations.

Core Strategies

- Engagement
- Teaming
- Assessment
- Planning Strategies to Drive Change
- Effective & Appropriate Intervention
- Tracking & Adjustment

Organizational Strategies

- Organizational Effectiveness
- Leadership
- Cultural Responsiveness
- Staff Qualifications, Training & Workload
- Supervision
- Child Welfare Information Systems
- Communication & Coordination
- Resource Identification, Development & Utilization
- Community Partnerships

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Required Skills

The following skills are instrumental in the implementation of the practice model and will help inform child welfare workers, leaders, and other staff as well as inform the development of resources and services for families.

Engaging: Effectively establishing a trust-based relationship with children and families, and essential individuals for the purpose of sustaining the work that is to be accomplished together.

Teaming: Assembling a group to work with children, youth and families, becoming a member of an established group, and preparing, leading and facilitating a collaborative and trust-based working relationship.

Assessing: Gathering information about reported concerns and family needs, evaluating the relevance of that information.

Communicating: Sending and receiving information within the appropriate cultural context, including verbal, non-verbal, electronic, and written messaging.

Leading and Supervising: Creating, affirming, and sustaining an organizational culture that supports a strength-based, family-centered model of practice.



Planning: Setting goals, developing strategies, and prioritizing and sequencing tasks and schedules to accomplish the goals.

Implementing: Identifying and applying the most effective and culturally appropriate services, resources, and processes to meet change plan goals.

Evaluating: Monitoring outcomes of service plans to determine if the desired goals are being achieved.

Advocating: Recognizing individual or group needs, providing intervention on behalf of a client or client group, communicating to decision makers, and initiating actions.

Using Technology: Using current technological equipment and software to gather and manage the information required to communicate, plan, analyze and track results, make decisions, and manage resources.

The full practice model can be found at
http://dcf.wisconsin.gov/children/practice_model

